



DETROIT POLICE DEPARTMENT

DISCIPLINARY ADMINISTRATION

JAMES E. CRAIG
CHIEF OF POLICE





DETROIT POLICE DEPARTMENT ORGANIZATION

Professional Standards Bureau
Director Christopher Graveline
Commander Michael McGinnis

Disciplinary Administration
Lieutenant Robert Torres



MISSION

The mission of Disciplinary Administration is to assure that the Detroit Police Department is committed to addressing unprofessional conduct committed by its sworn members and to prevent the furtherance of such conduct.



DISCIPLINARY ADMINISTRATION DUTIES

- Provide an impartial and ethical review of all Detroit Police Department sustained misconduct investigations to assure that its sworn members are in compliance, and operate in accordance, with the manual and the policies of the Detroit Police Department.
- Review misconduct reports for proper disposition.
- Prepare a Notice of Discipline inclusive of Code of Conduct violations.
- Recommend and maintain a record of corrective action and adjudicate appeal hearings in accordance with Departmental policy and contractual obligations.
- Ultimately responsible for the administration of the disciplinary process.

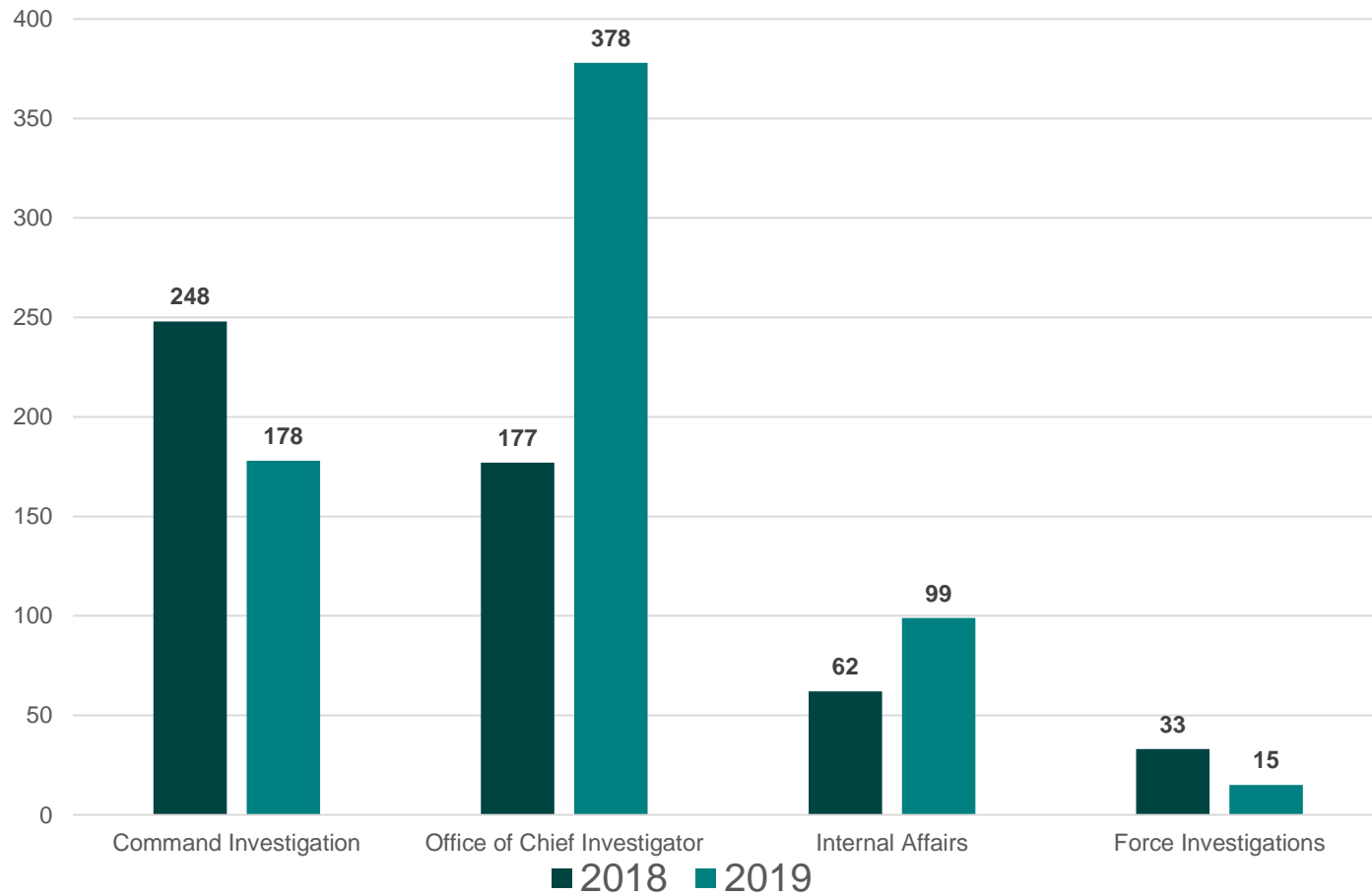


MISCONDUCT INVESTIGATIONS

- Command-level Investigations
- Office of the Chief Investigator
- Internal Affairs
- Force Investigations



Misconduct Investigations





DISCIPLINE MATRIX

- Violations come directly from the Detroit Police Department's Manual, specifically, the Code of Conduct.
- Each violation has a presumptive penalty; however, based upon the specific circumstances of each violation, penalties can be mitigated or aggravated.



DISCIPLINE MATRIX

Misconduct can fall into one of four categories:

CATEGORY A

CONDUCT THAT HAS A MINIMAL NEGATIVE IMPACT ON THE OPERATIONS
OR PROFESSIONAL IMAGE OF THE DEPARTMENT

CATEGORY B

CONDUCT THAT HAS A SIGNIFICANT, NEGATIVE IMPACT ON THE OPERATIONS OR
PROFESSIONAL IMAGE OF THE DEPARTMENT

CATEGORY C

CONDUCT THAT INVOLVES THE ABUSE OR MISUSE OF AUTHORITY, UNETHICAL BEHAVIOR OR
AN ACT THAT SERIOUSLY AND ADVERSELY IMPACTS OFFICER OR PUBLIC SAFETY

CATEGORY D

ANY VIOLATION OF LAW, RULE OR POLICY WHICH: FORESEEABLY RESULTS IN DEATH OR SERIOUS BODILY
INJURY; OR CONSTITUTES A WILLFUL AND WANTON DISREGARD OF DEPARTMENT VALUES; OR INVOLVES ANY
ACT WHICH DEMONSTRATES A SERIOUS LACK OF THE INTEGRITY, ETHICS OR CHARACTER RELATED TO AN
OFFICER'S FITNESS TO HOLD THE POSITION OF POLICE OFFICER; OR INVOLVES FLAGRANT MISCONDUCT
SUBSTANTIALLY CONTRARY TO THE STANDARDS OF CONDUCT REASONABLY EXPECTED OF ONE WHOSE
SWORN DUTY IS TO UPHOLD THE LAW; OR INVOLVES ANY CONDUCT WHICH CONSTITUTES THE FAILURE TO
ADHERE TO ANY CONTRACTUAL CONDITION OF EMPLOYMENT OR REQUIREMENT OF CERTIFICATION
MANDATED BY LAW.



APPEAL PROCESS

- Chief's Hearings for Detroit Police Officer's Association members are adjudicated by a Captain.
- Commander's Hearings for Detroit Police Lieutenant and Sergeant's Association members are adjudicated by a Commander or above.
- For egregious misconduct (termination or suspension of 10 days or more), Chief's Hearings are adjudicated by Chief of Police James E. Craig or his designee.
- Sustained suspensions of more than three days can be appealed to arbitration.

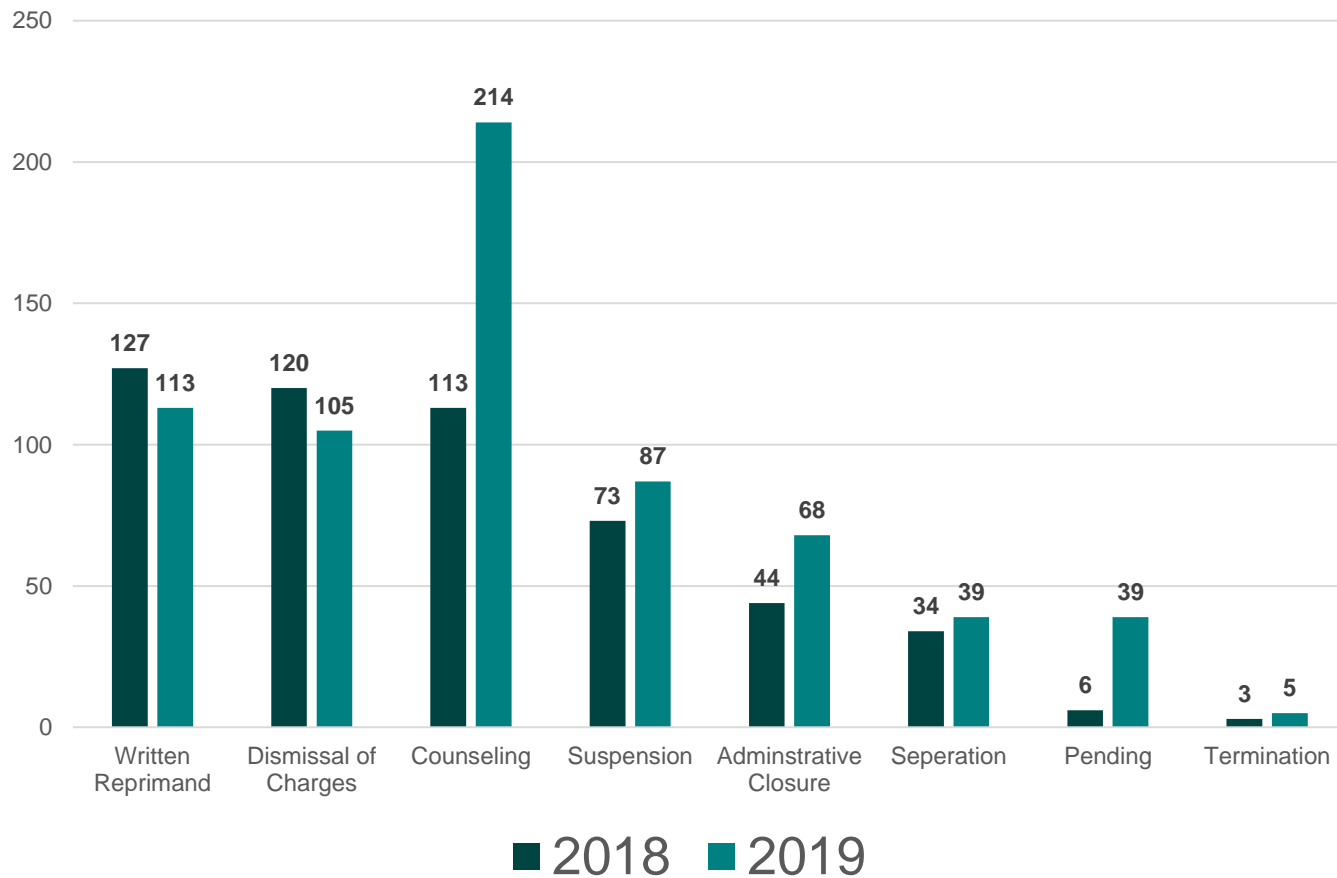


IN SUMMATION DISCIPLINARY ADMINISTRATION

- Conducts an impartial review of all departmental misconduct reports.
- Reviews misconduct reports for proper disposition.
- Prepares a Notice of Discipline inclusive of Code of Conduct violations.
- Administrates the Disciplinary Process.
- Maintains records of corrective action.



Disciplinary Administration Case Dispositions





QUESTIONS